

# Oklahoma Work-Based Learning Summit 2020

9:00 am – 10:00 am Breakfast/Registration provided by Jobtimize

Plenary 10:00 am – 11:30 am

## Welcome and Work-Based Learning Overview 10:00 am-10:15 am



**Don Morris, Executive Director, Oklahoma Office of Workforce Development**

Don Morris is the Executive Director of the Oklahoma Office of Workforce Development. Don comes to the world of Workforce with a 25+ year career in Healthcare Human Resources and Operational Management. In his career, Don has led many successful culture change programs leading to increased employee engagement, greater labor productivity and lower employee turnover. After graduating from McAlester High School, Don joined the military at 18 years of age and spent nearly 5 years serving as a Paratrooper in the U.S. Army's 82<sup>nd</sup> Airborne Division serving at both Ft. Bragg, NC and Vicenza, Italy. After returning to civilian life, Don obtained a Bachelor's Degree in Public Administration from the University of Oklahoma and a Master's in Human Resources Development from Webster University. When asked what his favorite thing about his career has been, Morris said, "watching others learn and grow. If I have an opportunity to play a small part in the development of someone else, I feel truly blessed."

## Opening Remarks: Oklahoma's Vision for a Skilled Workforce 10:15 am-10:30 am



**Rep. Mickey Dollens, Oklahoma House of Representatives**

Representative Dollens was a teacher at U.S. Grant High School before he was elected to serve District 93 of the Oklahoma House of Representatives in 2016. A fifth-generation Oklahoman, Executive Director of the Energy Assist Foundation, former oilfield roughneck, and graduate of Southern Methodist University, Dollens competed internationally on the USA bobsled team. He and wife, Taylor, live in South OKC with their son, Dean and daughter, Elvy.

## Keynote: 10:30 am-11:30 am

### Title: How National Momentum is Transforming Apprenticeship

Attendees will:

- Hear an overview of key trends from across the country and some best practices for implementing work-based learning
- Examine Registered Apprenticeship but will also touch on youth and pre-apprenticeship pathways.
- Understand how the momentum in youth apprenticeship has reshaped how employers and other stakeholders are approaching Registered Apprenticeship more broadly



**Deborah Kobes, Director at Jobs for the Future & Deputy Director of JFF's Center for Apprenticeship & Work-Based Learning**

Deborah Kobes is a Director at JFF and the Deputy Director for JFF's Center for Apprenticeship & Work-Based Learning. She focuses on expanding access to and success in high-demand careers. Deborah manages projects to develop innovative new educational and training models and to build capacity for program delivery among a range of organizations, from local training providers to state agencies. She seeks to create career pathways for women, people of color, and other populations that are underrepresented in high-demand sectors of the economy, such as technology, manufacturing, and construction. Her expertise includes work-based learning, including pre-apprenticeships and Registered Apprenticeships. Before joining JFF, Deborah was the projects director and first employee of the Emerald Cities Collaborative, a partnership of diverse organizations united around the goal of greening cities in ways that further high-quality job creation, equity, and democracy. She has also held research positions or fellowships at MIT, the Brookings Institution, and the Urban Institute.



**Ryan Samuel Gensler, Director of National Partnerships, CareerWise Colorado**

Ryan Gensler is the Director of National Partnerships for CareerWise Colorado, working to expand modern youth apprenticeship across the US. His career in workforce began after his time as Marketing Manager and Director of Community Engagement for Intertech Plastics. Ryan was contracted by the Colorado Advanced Manufacturing Alliance to build workforce development programs across Colorado. This led Ryan to manage the startup of CareerWise Colorado, a systemic approach to youth apprenticeships, akin to the Swiss VET System. Additionally, he helped build Governor Hickenlooper's Business Experiential Learning (BEL) Commission and organized the Governor's apprenticeship delegation to Switzerland. After helping run a gubernatorial campaign, Ryan went on to consult with various nonprofit and government organizations on workforce development initiatives, including raising over \$4M for the State of Colorado to upskill retail workers and developing a 20-state network focused on skills in the digital economy, before returning to CareerWise to lead national growth efforts. Since rejoining CareerWise he has built a technical assistance and new community division, supported the launch of youth apprenticeship programs in New York City and Indiana and provides technical assistance to community organizations across the country. He received his bachelor's in entrepreneurial management and marketing from Creighton University and was the first recipient of the Creighton Entrepreneurial Student Leader of the Year Award. Ryan has been on the Boys Hope Girls Hope of Colorado Young Professionals Board since 2013 and is an appointed member of the American Swiss Foundation's Young Leaders Conference. He enjoys traveling with his family and friends, skiing, cooking, and camping.

Lunch 11:30 am – 12:10 pm: Provided by the Oklahoma City Branch of the Federal Reserve Bank of Kansas City

## Breakout Sessions:

12:15 pm- 1:15 pm

### **Breakout Title: Business Engagement for Intermediaries**

Attendees will:

- Learn how to evaluate a business for apprenticeship program feasibility
- Understand and be able to communicate the benefits of apprenticeship to an employer
- Learn basic strategies for building business awareness
- Understand how creating apprenticeships as an intermediary can benefit a business' talent pipeline



#### **Jennifer Jirous-Rapp, Maher & Maher**

Jennifer Jirous-Rapp is a Senior Consultant for Maher & Maher where she supports initiatives related to apprenticeship and inclusivity in the workforce. Jennifer serves as an apprenticeship coach for a number of states across the country and has conducted case studies on apprenticeship and pre-apprenticeship programs that increase women's access to and outcomes in apprenticeships. Prior to joining Maher, Jennifer worked for 10 years in state-level administration with various state agencies in Colorado. As the Apprenticeship/Experiential Learning Coordinator at the Colorado Department of Labor and Employment, she was responsible for the implementation of the state's State Apprenticeship Expansion grant. She also has experience as a state director in Adult Basic Education and Career and Technical Education. Jennifer has a PhD in Leadership, Research and Policy from the University of Colorado and a MBA and BS from the University of Wisconsin.

### **Breakout Title: Aligning Strategic Work-Based Learning Business Trends with Emerging AI Technologies**

Attendees will:

- Better understand the value and role of soft skills in the screening and selection process
- See the role of soft skills in expanding your candidate pool
  - Equipping employers to evaluate candidates based on who they are, and what their potential might be, and not just where they have been and what they have done
- See the role of soft skills in leveling the playing field for
  - People returning to the workforce
  - Veterans
  - People with disabilities
  - Apprenticeships

- Learn about emerging technologies in this field



**Jan G. van der Hoop, President, Fit First Technologies**

Jan is President and co-founder of Fit First Technologies. In that capacity, he regularly advises and consults with senior executives across North America on how to get their organizations running more smoothly by better aligning their talent with their operations. With more than 25 years of business, management and human resources experience, Jan has become known for his ability to connect people with results. Prior to co-founding Fit First, Jan was president of The People Factor – a leadership development and coaching organization that worked with companies to build their organizational capacity, grow their people and improve their financial results. He worked with an impressive client roster, including Nissan Canada, Procter & Gamble, Duke Energy, State Farm and Sleep Country Canada. He also has extensive Senior Management experience in both operations and HR with a number of leading North American corporations, including Hilton International Hotels, PepsiCo and Office Depot. Jan has devoted his career to helping people and organizations to find better ways to work together. He speaks frequently on leadership and organizational performance issues.



**Michael Hopkins, Fit First Technologies**

Michael Hopkins, Fit First Technologies Michael Hopkins hails from Akron, Ohio where he worked at an early age in his family's chain of discount stores. Graduating from the University of Akron with a Bachelor of Arts in Communication & Rhetoric, he went to work in the staffing business. After five years, he moved to Knoxville, TN to open his franchised office of a large national staffing company, building his location to one of the largest in a chain of over 400 offices. He learned through this experience that having the right skills, experience and education was only a part of the equation in what makes an employee a good fit with the job and the company. He also learned that job satisfaction and employment tenure were determined by other factors as well. Identifying these "soft skills" proved to make the difference for employees and employers in the hiring process and retention. Mike learned about Profiles International, Inc., a company that provided psychometric behavioral assessments, and affiliated with them as an Area Director. After two more years in Knoxville, Michael was asked to join the corporate office in Waco, TX, where he worked for 20 years as the Senior Vice President of Enterprise Sales. When that company was acquired and the mission changed, Michael affiliated with Fit First Technologies, Inc. in order to be able to continue to provide the level of assessment services to employers and job seekers that he was accustomed to offering. Michael specifically now works in the Workforce Solutions Division of Fit First Technologies, offering new technology that equips employers to evaluate candidates on the basis – first - of soft-skills match with the job and the organization culture. It also enables job seekers to look for careers, based first also on their soft skills. This approach effectively expands the pool of people employers can consider for their jobs and apprenticeships, while at the same time, opening new horizons for job seekers. Michael has two grown children and lives with his wife, Kay, in Frisco, Texas.

**Breakout Title: The Force Behind the Force: Training, Leveraging, and Communicating about Veterans in the Workforce**

Attendees will:

- Understand special considerations when working with veterans
- Identify programs to recruit military members about to discharge
- Learn about how the military provides transferrable skills
- Understand the connection of work-based learning and veterans



**Lisa Acevedo, Approving Officer Program Manager, Oklahoma Department of Veteran's Affairs**

Lisa Acevedo is a government relations professional, and a military veteran. She honorably served her country in the United States Navy. After being honorably discharged from the Navy, she went on to earn a bachelor's degree in Political Science and a master's degree in Public Administration both from the University of Central of Oklahoma, where she was also a member of Pi Sigma Alpha. Lisa has served in roles in public higher education, for members of the U.S. House of Representatives, and state agencies in Oklahoma.



**Bradley Ward, Director of Education & Training, Oklahoma Department of Veteran's Affairs**

Bradley Ward is a combat veteran who served eight years in the United States Army. His assignments include a deployment to Afghanistan where he earned special commendation for his actions. Bradley leads Oklahoma's efforts to empower military-connected students through higher education as the Director of Education & Training with the Oklahoma Department of Veterans Affairs. Since his appointment in 2018, Ward has overseen enrollment growth across Oklahoma's post-secondary education system for military-connected students by connecting students with VA benefits, institutional services and programs to help students succeed in and out of the classroom.

**Breakout Title: Bringing You to Youth Apprenticeship**

Attendees will learn:

- The defining features and characteristics of a youth apprenticeship
- How to partner with schools and businesses to create a youth apprenticeship
- What components are needed to develop a registered youth apprenticeship
- How to support youth apprentices
- Key player responsibilities in a youth apprenticeship school, business, apprentices etc.
- Examples of youth apprenticeship successes and challenges across the country
- Benefits and challenges of creating a youth apprenticeship



**Deborah Kobes, Director at Jobs for the Future & Deputy Director of JFF's Center for Apprenticeship & Work-Based Learning**

Deborah Kobes is a Director at JFF and the Deputy Director for JFF's Center for Apprenticeship & Work-Based Learning. She focuses on expanding access to and success in high-demand careers. Deborah manages projects to develop innovative new educational and training models and to build capacity for program delivery among a range of organizations, from local training providers to state agencies. She seeks to create career pathways for women, people of color, and other populations that are underrepresented in high-demand sectors of the economy, such as technology, manufacturing, and construction. Her expertise includes work-based learning, including pre-apprenticeships and Registered Apprenticeships. Before joining JFF, Deborah was the projects director and first employee of the Emerald Cities Collaborative, a partnership of diverse organizations united around the goal of greening cities in ways that further high-quality job creation, equity, and democracy. She has also held research positions or fellowships at MIT, the Brookings Institution, and the Urban Institute.



**Laury Ferguson, Associate Director of Apprenticeship**

Laury Ferguson joined MACNY in 2019 as the Associate Director of Apprenticeship. In her role, she focuses on the upskilling of the current and future workforce. In addition to working with and supporting New York State manufacturers, she also works directly with Subject Matter Experts (SMEs) to assist with the development of a wide range of training programs. In partnership with Partners for Education and Business (PEB), Laury serves as a liaison between schools and businesses to further build the pre-apprenticeship program and expand the apprenticeship program. In addition to her responsibilities within the workforce development team, Laury works with MACNY's training department to deliver training to members and works directly with companies on developing their own internal training programs. Laury previously held the Corporate Training & Development Manager position at Anoplate Corporation and led their apprenticeship program. Prior to that, she worked for Great Lakes Cheese Co., Inc. and PPC. Laury has over 20 years of experience in manufacturing and brings a wealth of knowledge with her.

**Break out Title: Notes from the Field: *Employer Panel***

Attendees will:

- Identify the benefits of apprenticeship for employers
- Understand the challenges of developing and implementing an apprenticeship program
- Learn to use apprenticeship to assist in recruiting and hiring practices
- Ensure long-term employment and organizational investment from employees

**Moderator:**



**Megan Scott, MPA, Project Manager Apprenticeship State Expansion Grant, Oklahoma Office of Workforce Development**

Megan Scott is a project manager for the Oklahoma Office of Workforce Development. Megan has over 11 years of experience in grants and program management in public health, early childhood, and criminal justice reform. Her most recent work has focused on expanding apprenticeship opportunities across Oklahoma in industries such as healthcare, finance, childcare, with a focus on the recruitment of women, veterans, individuals

with disabilities, and youth into apprenticeship programs. Megan has a master's degree in public administration and specializes in early childhood and family policy research.

**Panelists:**



**Lynae Greely, Dell, EMC**

Lynae Greely, a native of Michigan, holds a BS degree in Public Relations from Eastern Michigan University. Prior to coming to Oklahoma she spent five years living and working in Chicago. In 1996 she moved south and becoming attached to the friendliness and hospitality, now calls Oklahoma home. Her career has spanned numerous industries – from publishing, flowers by wire, to recruiting to oil and gas and now she leads the Quality Lead (Supervisor) Team at Dell. At Dell she was part of an initiative to begin an

apprenticeship for high school students at Dell EMC OKC's location. The initial goal was to begin a mentorship program with the ASTEC Charter School that allowed high school students to shadow employees within Dell's Client space. However, after the initial conversation, this team worked with both the ASTEC Charter School and OSU-OKC to create something much more involved. Instead of offering simple mentorships, a program was created where students were offered a chance to work at Dell, while also completing their high school degree and attending college-level classes. There are currently 7 students, known as Dell Scholars, in this program. Five of those Dell Scholars are females, which helps create progress for Women in Technology by introducing them to computer skills at an earlier age. She has worked not only with the school, but also with OSU-OKC, and Oklahoma City's Department of Labor on the project. Greely reached out to the Department of Labor, Secretary of Education, the Governor's office, the president of OSU-OKC, and the president of ASTEC Charter School to create a program that worked for everyone involved. The idea behind the work program allows students to get real life STEM work experience that cannot be obtained in a classroom. The students are able to make good money, while also receiving benefits for them and their families. Additionally, they are able to learn about technology hands on and grow their knowledge passed anything they could do in a classroom. Through this program, the ASTEC students have challenged themselves and exceeded past everyone's expectations. The most unique thing about this program is that it is the first of its kind and it is setting an example for all major companies to follow in suite. This opportunity is helping drive the workforce of our future and setting them up for success. In August the inaugural group graduates the Apprentice program and in June the third Apprentice class will start. She and her husband, Todd currently reside in Edmond with their three children with tails (dogs) and most weekends the group can be found in Stillwater at Lake Carl Blackwell.



**Jeanine Coleman, Director of Human Resources, Pelco Structural**

Jeanine Coleman is a member of the Northeast Workforce Development Board (NEWDB). As a member of the NEWDB, she understands the value of workforce programs and services and how these programs can help to strengthen businesses and bridge the gap in the workforce where there is a shortage of skilled talent. Jeanine has paved the way for Registered Apprenticeship opportunities in northeast Oklahoma. She has taken the initiative within her business and as an industry leader has helped others understand the value of workforce programs. Jeanine continuously demonstrates the ability to work successfully and cooperatively with others that are involved with workforce development at all levels. She collaborates with community partners such as Northeast Tech Center, Cherokee Nation, Claremore Industrial Economic Development Authority, Oxford House, and Light of Hope as just a few examples. Jeanine works with the attitude that when you work effectively with others, together, you achieve more than you could by only working for your own needs. Jeanine's impact in workforce development in Northeast Oklahoma has been tremendous. Through Jeanine's charge to introduce the Registered Apprenticeship program at Pelco Structural, employees at Pelco have felt the impact in their lives. The Registered Apprenticeship program at Pelco has sparked conversations in the area and generated interest from other employers who are considering launching apprenticeships in their industries. Jeanine holds her Senior Certified Professional (SCP) from the Society of Human Resources Management (SHRM) and Senior Professional in Human Resources (SPHR) from the HR Certificate Institute, and also holds an MBA from Oklahoma City University. She received the Business Leading Ladies Award from the Claremore Chamber of Commerce in 2019 and a Commendation from Governor Stitt for business driver leadership for Oklahoma's workforce development system in 2019.



**Jimmy Curry, President, Oklahoma AFL-CIO**

Elected President/Secretary-Treasurer of the Oklahoma State AFL-CIO on November 21, 1997 and was re-elected without opposition in 2001, 2005, 2009, 2013 and again in 2017. Prior to his election he served as a member of the Oklahoma State AFL-CIO Executive Board for four years. Jimmy was president of the Northeastern Oklahoma Labor Council of the AFL-CIO for six years and Labor Chairman for the Tulsa Area United Way for two years. He received the "Rerum Novarum Award" by Christ the King Center for social concerns in 1994 and is a graduate of Leadership Oklahoma. Jimmy is a board member of the Advisory Council on Workers' Compensation, the Oklahoma Health Care Information Advisory Committee, and the Central Oklahoma United Way.



**Mark Simowitz, Oklahoma Area Manager, Tepco Glass**

Mark has 40 years of industry knowledge in the supervision and installation of multiple aspects of glass and cladding systems. Mark's experience includes high, mid and low rise curtain wall and window projects throughout Missouri, Connecticut, New York and Oklahoma. Mark started his career in construction as an Ironworker after completing his service in the United States Air Force as an Air Traffic Controller, Vice President of Operations with Engineered Glass Systems of Missouri. He then held positions in Estimating and Senior Project

Management with Suntech of Connecticut, Inc. Most recently, during his 8 years with TEPCOGLASS LLC Oklahoma, he has made the Oklahoma branch a successful business with profits increasing exponentially each year. Mark's successful management has made the Oklahoma branch the leading glazing contractor in Oklahoma's growing commercial market with current sales reaching 50 million.



**Rachel Drylie, Training Professional, BizJet International**

Rachel Drylie is a Training Professional at BizJet International with over 15 years of experience as a teacher and training program developer. She holds dual degrees in Mathematics and Education from Duquesne University and began her career as a high school teacher. Since then, Rachel has designed, taught, and coordinated various on-the-job training programs for prominent corporations, including two Fortune 500 companies, Halliburton Energy Services and Williams Midstream Company. Rachel is an avid reader, devoted Penguins hockey fan, part-time violinist, and full-time big sister and mentor. Her passion for education, training and helping others achieve their best in life has taken her from her hometown in Pennsylvania, to Ireland, North Dakota and Alaska, with many places in between, but she is happy to call Oklahoma home.

[1:30 pm-2:30 pm](#)

**Breakout Title: The Missing Interns: How work-based learning can diversify your workforce**

Attendees will:

- Understand how to close the workforce gap between college graduates and future careers
- Understand how internships can improve learning in diverse populations
- Understand the positive impact of experiential learning has on diverse populations
- Hear the students' perspective of the outcomes of work-based learning in their education



**Gregory Samuel, President, African American Business Association, Oklahoma State University**

Gregory Samuel is currently a junior at Oklahoma State University studying Political Science and Entrepreneurship. He published his first book at 15 years old and now has three published books that cover an array of cultural and societal issues. With both political and business aspirations, he is involved in various groups on and off campus such as Generation Citizens, Student Government Association as a Senator, and Multicultural Affairs Committee for OSU.

**Breakout Title: ICAP & WBL: What's Your Connection?**

Attendees will:

- Explain the ICAP and its purpose
- Understand the relationship between the ICAP and Work-Based Learning

- Understand measures taken by educators to ensure students are prepared to enter the workforce
- Understand how to develop partnerships for work-based learning opportunities



**Chelsea Hunt, Executive Director of Work-Based Learning and Industry Engagement, Oklahoma State Department of Education**

Chelsea Hunt is the Executive Director of Work-Based Learning and Industry Engagement for the Oklahoma State Department of Education. Prior to her current role, she served as the Career Pathway Strategy Lead for the New Skills for Youth Program in which she provided strategic planning for the career pathways, coordinated the digital platform for business and community leaders, engaged cross-sector collaboration, and built opportunities for education and business partnerships. As the Executive Director of Work-Based Learning and Industry Engagement, she will continue these efforts to help Oklahoma school districts engage and collaborate with industry and community

organizations, so as to provide service learning and/or work environment (work-based learning) activities for students to be successful in their career pathways and workforce goals. Chelsea attended the University of Central Oklahoma where she earned a Bachelor of Science degree in 2009. In 2016, she graduated with honors from Southern Nazarene University where she earned a master's degree in Business Administration. She was also inducted into the Delta Mu Delta International Honor Society in Business. Chelsea has more than 7 years of experience working within business and education agencies, which include: Oklahoma Employment Security Commission (OESC), University of Oklahoma Health Sciences Center (OUHSC), Oklahoma State Regents for Higher Education (OSRHE), and the Oklahoma State Department of Education (OSDE).

**Breakout Title: Youth Internships: Building the next generation workforce**

Attendees will:

- Learn how businesses can prepare Oklahoma's future workforce for careers in their industry
- Understand how to close the workforce gap between high school graduates and future careers
- Learn to contribute to local communities and create meaningful partnerships with local schools and districts
- Hear firsthand from two K-12/industry partnerships how to create sustainable work-based learning programs
- Understand the benefits and challenges of creating a youth internship

**Moderator:**



**Ginger L. Allison, M.Ed., Apprenticeship and Work-Based Learning Coordinator, Oklahoma Office of Workforce Development**

Ginger L. Allison, M.Ed. is the Apprenticeship and Work-Based Learning Coordinator for the Oklahoma Office of Workforce Development. As a passionate educator and champion for economic development, understanding the need to bridge the skills gap in the workforce, she transitioned from adult basic education and career readiness to secondary education and administration to corporate workforce training and finally to statewide efforts to advance work-based learning as means to develop

the workforce for Oklahoma's industries and communities. She owned and operated her own business for approximately a decade in New Mexico before moving back to her home state and changing the direction of her career toward education. She has earned a Bachelor's degree in Business Management and Master's degree in Educational Leadership from the University of Central Oklahoma.

**Panelists:**



**Lesa Hefner, Duncan Public Schools**

Lesa has been a teacher at Duncan High School in Duncan, Oklahoma for 7 years. She taught marketing, business management and entrepreneurship electives at the comprehensive high school level associated with Oklahoma Career Tech and was the DECA sponsor until the 2017-2018 school year. She is now the instructor/coordinator for the newly implemented Pathways to Future Careers (PFC) Internship Program, for which she was given autonomy to design the program and curriculum. Lesa is a non-traditional teacher and worked in business and industry before coming into the classroom. Lesa has been in the

education field since 2000. She first worked for Elk City Public Schools at the elementary level as an aide in the computer lab and then at Western Technology Center with OK Career Tech. Her husband's job transferred them to Duncan in the summer of 2013. She and her husband were also small business owners for over 6 years while in Elk City, OK. Lesa has been married to her high school sweetheart, Adam, for 35 years and is the proud mother of two daughters. She now also has two wonderful sons-in-law, and four beautiful grandbabies: Case – 12, Mack – 9, Korie – 6 and Nolan – 3. In her spare time she enjoys being Gram to those babies, Jeeping and camping with Adam, and being involved with church and community activities.



**Betty Beck, Duncan Regional Hospital**

I was born and raised in Marlow, Oklahoma to a family of 8 children and attend Marlow Public Schools. I have two wonderful children and 3 grandsons that I am so very proud of and am blessed to have call me "Grams!" I worked 18 ½ years in banking and reached the level of Assistant Vice President, Loan Administration Supervisor and Marketing Coordinator. My focus changed and I decided that I wanted a job where I could make a difference in the lives of others and soon became employed at Duncan Regional Hospital in March of 2000. I have been the Director of

Volunteer Services for almost 20 years. I currently supervise approximately 150 Adult volunteers and 2 Therapy dogs; manage and staff the DRH Gift Shop; have responsibility for coordination of our Auxiliary Board Of Directors; conduct fundraising events; manage Health Careers Club for High School Students; manage our Career Pathways Program for Duncan High School students; and manage teen volunteers in our summer program. I have achieved designation as a Nationally Certified Administrator of Volunteer Services through the American Society of Directors of Volunteer Services affiliated with the American Hospital Association. I am a member of both the AHVRP (American Society of Directors of Volunteer Services) and the OSDVS (Oklahoma Society of Directors of Volunteer Services). I am a graduate of Leadership Duncan Class of XXII 2018. I have been active in the United Way for approximately 25 years having served in many capacities. I am currently serving as Chairman of the Board for the United Way of Stephens County. I feel that my calling in life is to help people! I enjoy being able to find a way to brighten the lives of others in any way I can and I also enjoy problem solving. My daughter once said, "Mom, you can't fix everybody". My response was, "But I can try!"



#### **David Day, Pryor Public Schools**

David Day is beginning his fifth year as the college and career coordinator and head boys basketball coach at Pryor Public Schools. Coach Day is in his 23rd year as an educator, he has worked at Mannford Public Schools (5 years), Prague Public Schools (12 years), Cushing Public Schools (2 years) and Pryor Public Schools (4 years). He holds a B.S. in Secondary Education from Oklahoma State University, and a M.Ed. in Educational Leadership from East Central University. Coach Day has been awarded Prague High School Teacher of the Year (2011), 66 Conference Coach of the Year (Prague 2011 & 2008), All State Basketball Coach (2010), OCA Region 2 Golf Coach of the Year (2009), and Mannford Middle School Teacher of the Year (1998). He served as the Oklahoma Basketball Coaches Association President in 2013. Coach Day has served on the OSDE ICAP Toolkit Committee, the OSDE Business Partnership Toolkit Committee, the Mid-America Industrial Park Workforce Development Council and the NE Healthcare Advisory Council. He oversees the development and implementation of the ICAP Program at Pryor Public Schools. This includes the Pryor Internship Program, the development of their Career Pathways and the implementation of their virtual program. He is married to wife Susan Day, a third grade teacher at Pryor Public Schools. They have two children, a son Bryce, a junior at the University of Tulsa majoring in mechanical engineering and daughter Abby Day, a sophomore at Pryor High School.



#### **Tom Myers, Crossland Construction**

Tom Myers works on the Talent Acquisition team for Crossland Construction, where his focus is on High School Recruitment. Day in and day out, he gets the opportunity to spread the word about programs available for those that want a rewarding career in the construction industry, no matter their background. He appreciates getting to work for a company that sees the value of investing in all of its employees. Tom finds his home in Pittsburg, Kansas, with his wife, Tiffany, and his teenage son, Logan, and daughter, Addy. Former baseball coach for Pittsburg State University, it is no surprise that he enjoys spending his spare time on a baseball field. When he isn't busy volunteering with the Frontenac,

Kansas Youth League, he can be found with a fishing pole in hand or getting involved at Pittsburg Nazarene Church.

### **Breakout Title: Developing Registered Apprenticeship Programs**

Attendees will learn:

- The five defining features of an apprenticeship
- How to engage businesses and evaluate a business to determine if apprenticeship is right for their business model.
- What components are needed to develop a registered apprenticeship program
- How to fill out the Department of Labor paper work and submit standards to the Department of Labor for apprentice program registration.
- Resources available to businesses and organizations who want to develop an apprenticeship program.



#### **Megan Scott, MPA, Project Manager Apprenticeship State Expansion Grant, Oklahoma Office of Workforce Development**

Megan Scott is a project manager for the Oklahoma Office of Workforce Development. Megan has over 11 years of experience in grants and program management in public health, early childhood, and criminal justice reform. Her most recent work has focused on expanding apprenticeship opportunities across Oklahoma in industries such as healthcare, finance, childcare, with a focus on the recruitment of women, veterans, individuals

with disabilities, and youth into apprenticeship programs. Megan has a master's degree in public administration and specializes in early childhood and family policy research.

### **Breakout Title: ADA, Employment and Accommodations: The meaning of accessibility**

Attendees will:

- Learn how to recruit and retain employees with disabilities
- Learn how to support employees with disabilities
- Discuss ADA and reasonable accommodations requirements
- Understand etiquette and customer service related to working with individuals with disabilities



#### **Yasmin Avila, Business Services Liaison, Oklahoma Department of Rehabilitative Services**

Yasmin Avila is a Business Services Liaison at the Oklahoma Department of Rehabilitation Services who serves businesses in understanding the benefits of employing people with disabilities, and how their companies can get training and consultation about important topics such as ADA, Reasonable Accommodations, Diversity and Inclusion, Tax Incentives, Etiquette, Customer Service, and many more related to disabilities. Besides her degrees in Law, and Business obtained in El Salvador where she lived 33 years, Yasmin graduated with a Master's Degree in Counseling from the University of Arkansas at Little

Rock, and attained a certificate in Fostering Diversity and Inclusion from Yale University. She is bilingual in English and Spanish. Until her time as a Business Liaison, Yasmin spent the previous 4 years as a Rehabilitation Teacher and Vocational Rehabilitation Counselor working for OKDRS, she also worked as a Training Specialist for the Business Enterprise Program in OKC, where she developed and implemented the curriculum for the BEP Business Training Program. After a successful career as a Human and Civil Rights Legal Advisor and Adjunct University Professor in El Salvador, Yasmin came to US in 2014, and now applies the knowledge acquired in educating businesses and partners about disabilities. Her passion is opening doors to employment, and removing barriers preventing people from reaching their employment goals. Yasmin enjoys the time with her family and friends, cooking, working with the Hispanic Community, reading and investigating about employment and disabilities legislation.

2:45 pm- 3:45 pm

**Breakout Title: Finding the Hidden Talent: Working with justice involved individuals**

Attendees will:

- Learn how to support employees who are justice involved
- Understand how to change policies that impact employment opportunities for people with criminal records
- Understand the benefits of engaging and employing people returning to communities after incarceration
- Learn how to overcome challenges of employing individuals who are justice involved.

**Moderator:**



**Steven Shepelwich, Senior Community Development Advisor, Federal Reserve Bank of Kansas City**

Steven Shepelwich is a Senior Community Development Advisor at the Federal Reserve Bank of Kansas City, Oklahoma City Branch. Shepelwich leads the Bank's efforts to promote economic development and fair and impartial access to financial services in Oklahoma's low- to moderate-income communities and manages the District's workforce development program areas. In this role,

Shepelwich has lead research and outreach initiatives on the District's unbanked

market, innovations in consumer financial services, asset-based approaches to rural development and workforce development strategies. Shepelwich co-authored the bankers' guide *Engaging Workforce Development: A Framework for Meeting CRA Obligations*. Prior to joining the Federal Reserve Bank, Shepelwich worked with national organizations focused on expanding the roles of financial institutions in low-income communities including leading banks and credit unions, microenterprise funds, and affordable housing loan funds throughout the country. Steven began his career by working internationally with microfinance, rural development, and refugee programs in Kenya, Burundi, and India for over six years. A native of Fort Worth, Texas, Shepelwich holds a B.B.A in Marketing from Texas A&M University and an M.S. in Resource Development from Michigan State University. He is a graduate of the Graduate School of Banking at the University of Wisconsin at Madison.

## Panelists:



### **Sam Eagleson, Director of Center of Employment Opportunities**

Sam came to Oklahoma in 2012 by way of Teach for America where he taught for 3 years in Oklahoma City Public Schools. He then became the Assistant School Leader for KIPP Reach College Preparatory in Oklahoma City before transitioning to the Center for Employment Opportunities (CEO). As Director of CEO, Sam works to meet their mission to provide immediate and comprehensive employment services to anyone being released from incarceration. Sam's primary focus is to improve workforce development as it relates to previously incarcerated and justice-involved individuals.



### **Sara Cherry, Managing Attorney, Legal Aid Services of Oklahoma**

Sara Cherry has been practicing law since 2001. She received her BA in Philosophy from Illinois Wesleyan University in 1996, her MA in Health and Humanities from Michigan State University in 1998 and her JD from the University of Tulsa. Since 2001, Sara has worked in private practice, taught paralegals and been a partner at a small firm. In June 2006 she began part-time work with Legal Aid Services of Oklahoma, Inc. on the Hotline and then in January 2008 joined the Tulsa Law Office of Legal Aid full-time. Sara worked with the Homeless Legal Assistance Project from January 2008 until November 2008, worked with the Tulsa Law Office Family team from December 2008 through December 2012. From January 2013 to January 2018 she acted as the Coordinator of Legal Services for Women in Recovery. In 2014, Sara was named the Legal Aid Statewide Reentry Advocacy Coordinator. In January 2018, Sara was named Director of Reentry Services for Legal Aid Services of Oklahoma. In October 2018, Sara became the Managing Attorney of the Tulsa and Bartlesville office of Legal Aid Services of Oklahoma, Inc. Sara was named as a Power Attorney in 2014 and has received recognition from the American Bar Association and University of Tulsa School of Law Women's Law Caucus. Sara has two children, a daughter who is seventeen and a son who is fourteen. Sara's philosophy on legal practice and life is "Either I will find a way or I will make one."

## **Breakout Title: Resources for Work-Based Learning**

Attendees will:

- Gain knowledge of available tax credits to support apprenticeship programs
- Learn about resources available to businesses working with underserved populations in work-based learning programs
- Understand how to connect with federal and state assistance for apprentices and interns

## **Moderator:**



**Arlinda Darst, Southeast Work-Based Learning Liaison, Oklahoma Office of Workforce Development**

Arlinda Darst serves as the Southern WBL Liaison for SE Oklahoma targeting 17 counties. She joined the OOWD team in 2019 and is eager to meet community partners who share the desire to create opportunities for job seekers and meet the workforce needs of local businesses. Arlinda is responsible for conducting regional strategic outreach efforts to advance Oklahoma's work-based learning program goals. Those goals include providing one-on-one assistance to, employers seeking to build and sustain their talent pipeline through apprenticeship, internship, and other work-based learning opportunities. She has over 25 years' experience working through community grassroots efforts that benefit the state of Oklahoma.

**Panelists:**



**Yasmin Avila, Business Services Liaison, Oklahoma Department of Rehabilitative Services**

Yasmin Avila is a Business Services Liaison at the Oklahoma Department of Rehabilitation Services who serves businesses in understanding the benefits of employing people with disabilities, and how their companies can get training and consultation about important topics such as ADA, Reasonable Accommodations, Diversity and Inclusion, Tax Incentives, Etiquette, Customer Service, and many more related to disabilities. Besides her degrees in Law, and Business obtained in El Salvador where she lived 33 years, Yasmin graduated with a Master's Degree in Counseling from the University of Arkansas at Little Rock, and attained a certificate in Fostering Diversity and Inclusion from Yale University. She is bilingual in English and Spanish. Until her time as a Business Liaison, Yasmin spent the previous 4 years as a Rehabilitation Teacher and Vocational Rehabilitation Counselor working for OKDRS, she also worked as a Training Specialist for the Business Enterprise Program in OKC, where she developed and implemented the curriculum for the BEP Business Training Program. After a successful career as a Human and Civil Rights Legal Advisor and Adjunct University Professor in El Salvador, Yasmin came to US in 2014, and now applies the knowledge acquired in educating businesses and partners about disabilities. Her passion is opening doors to employment, and removing barriers preventing people from reaching their employment goals. Yasmin enjoys the time with her family and friends, cooking, working with the Hispanic Community, reading and investigating about employment and disabilities legislation.



**Maria Remboulis Brady, US Department of Labor Office of Apprenticeship**

Maria Remboulis Brady is a Multi-State Navigator in the Dallas Office of Apprenticeship (OA), where one of her primary responsibilities is facilitating the engagement of the workforce system with Registered Apprenticeship programs and opportunities throughout the eleven state region. She is also OA's national point person on the Workforce Innovation and Opportunity Act (WIOA) due to her involvement in writing the draft and final regulations, in addition to the reporting instructions. Prior to the creation of this new position in 2015 within the Employment & Training Administration (ETA), Ms. Brady was a Performance Management and Reporting Specialist, where she spent more than twenty years focusing on accountability and performance measurement, working in three different regional offices. Prior to her ETA career, Ms. Brady was a research associate, specializing in the design and implementation of evaluation research focused on federally funded employment and training programs. Ms. Brady is also a certified trainer and facilitator. She received a B.S. *summa cum laude* in both Business Management and Psychology from St. John's University, and a M.A. in Organizational Psychology from Columbia University.



**Lisa Acevedo, Approving Officer Program Manager, Oklahoma Department of Veteran's Affairs**

Lisa Acevedo is a government relations professional, and a military veteran. She honorably served her country in the United States Navy. After being honorably discharged from the Navy, she went on to earn a bachelor's degree in Political Science and a master's degree in Public Administration both from the University of Central of Oklahoma, where she was also a member of Pi Sigma Alpha. Lisa has served in roles in public higher education, for members of the U.S. House of Representatives, and state agencies in Oklahoma.



**R. Joshua Drywater, Program Manager, Cherokee Nation Career Services**

R. Joshua Drywater is the Program Manager of the Cherokee Nation Career Services' Disability Employment Initiative and Trade and Economic Transition programs. Joshua's education includes a B.A. in History from the University of New Orleans, a B.A. in English from Northeastern State University, and graduation from University of Oklahoma's Economic Development Institute. Before employment with Cherokee Nation Career Services, Joshua was a Commissioned Officer and Platoon Leader in the United States Army. His military experience includes deployment to Iraq in support of Operation Iraqi Freedom and Operation New Dawn. In his role as Program Manager within Cherokee Nation Career Services, Joshua utilizes ideals and values gained from military service and his eclectic education and work experience to build a strong team of subject matter experts dedicated to positively impacting the community, tribe, and country.

**Breakout Title: Notes from the Field: Apprentice Panel**

Attendees will:

- Identify the benefits of apprenticeship for employees.
- Understand what support apprentices need in order to succeed.
- Understand the challenges apprentices face and how employers can mitigate those challenges.
- Learn why apprenticeship is a valuable method of creating a highly qualified workforce
- Learn to improve employee morale and loyalty – thus reducing turnover

## Moderator:



### **Megan Scott, MPA, Project Manager Apprenticeship State Expansion Grant, Oklahoma Office of Workforce Development**

Megan Scott is a project manager for the Oklahoma Office of Workforce Development. Megan has over 11 years of experience in grants and program management in public health, early childhood, and criminal justice reform.

Her most recent work has focused on expanding apprenticeship opportunities across Oklahoma in industries such as healthcare, finance, childcare, with a focus on the recruitment of women, veterans, individuals

with disabilities, and youth into apprenticeship programs. Megan has a master's degree in public administration and specializes in early childhood and family policy research.

## Panelists:



### **Aaron Osby, Glazier Apprentice, Tepco Glass**

Aaron Osby is 23 years old and graduated from Norman North High School in 2013. He has 3 years of college experience in Speech and Communications.

He has been employed with Tepco for one year. He is currently enrolled in the three year Oklahoma Glaziers Apprentice Program. He has attended many job fairs promoting the newly created Registered Apprenticeship program. The most recent job fair was the Junior Achievement sponsored career day at Norman North High School.



### **Mayra Vieczas, Help Desk Technician, Dell, EMC**

Mayra was born in 1999, youngest of 3 to Maria and Arturo Vieczas. She attended high school at ASTEC Charter Schools, where she joined the Dell Scholars, a 2-year apprenticeship program during her senior year.

Working with ASTEC, Dell, and OSU-OKC, she and 5 other students began working part time as Voice Technical Support Specialists whilst taking Concurrent Enrollment classes at OSU-OKC to obtain an A.A.S Degree in

Information Technology. After completing 100 hours of community service and graduating high school in May of 2018, Mayra shortly switched to a full-time schedule at Dell and moved to Email Support. She has since graduated from the Dell Scholars program and continues to provide excellent customer support, troubleshooting and diagnosing both computer hardware and software problems ranging from home users to large scale companies. She has achieved financial freedom, 2+ years of technical

experience in a corporate environment, and a network of colleagues who provide support and guidance throughout her journey. Mayra continues to attend OSU-OKC and strives to become a Quality Lead supervisor within the next 2 years.



**Logan Blagg, Welder Apprentice, Pelco Structural**

Logan Blagg is 33 years old and was born and raised in Tulsa, Oklahoma. Logan fell into drugs at the age of 13. He moved out of his home at age 18 and lost all control of his life. He was in prison 5 times (age 19 for the first time). Every time he would get out of prison, he would incur more charges and go back to prison. While he was in prison, he did get his GED. He did attend OTC for welding but quit after a few months relapsing with his addiction. He has been sober for two years. His most recent charge was a misdemeanor charge upon which he entered Drug Court in Rogers County. He moved into the Oxford House in Claremore and has turned his life around. He has his driver's license for the first time. He has never held a job for more than a few months. He is currently in the Apprenticeship Program at Pelco Structural. He was referred to the Apprenticeship Program by a friend who was a former drug user who is a counselor at Grand Lake Mental Health. In response to the need for skilled welders, Pelco developed an apprenticeship program in 2018. This program was designed through collaboration between Pelco, Northeast Tech, Cherokee Nation, Oklahoma Office of Workforce Development, Odle Management (Title 1 Service Provider) and the Northeast Workforce Development Board. This Registered Apprenticeship program includes classroom training to provide skills training specific to the needs of Pelco, and provides on-the-job training while earning a wage. Logan received welding instruction through Northeast Technology Center where he was able to complete 160 hours of training and received his welding certificate in July, 2019. Logan is 6 months into the apprenticeship program. He has exceeded the expectations of the program to date. Through the instruction received from Northeast Technology Center, Logan was able to receive his welding certification and he is also a certified welder through the American Welding Society. Cherokee Nation and the NEWDB partnered by braiding funds to pay for the On-the-Job Training and supplies needed for Logan to begin his apprenticeship program. This story highlights the value of collaboration among partner agencies and demonstrates how these partnerships support northeast Oklahoma businesses and job seekers and builds stronger families. Pelco Structural gave Logan a chance, despite having a felony record, to build a new life for him. Not only is this program a financial success for Logan as a new career for him, it was also a personal success as it has given him a new confidence about himself as he goes out into the world. It has truly transformed his life.



**Colby Piersall, Airframe Mechanic Apprentice, Lufthansa Technik's Bizjet**

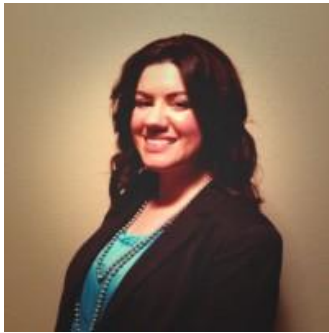
Colby Piersall is an Airframe & Powerplant Mechanic who works in the test cell at BizJet International. His main focus is to run performance checks and to troubleshoot GE V2500, Pratt & Whitney CFM56, Rolls Royce 611-8/611-8C and 620 engines. Previously, Colby served in the U.S. Army and Army National Guard for 30 years, 20 of which were active duty. While in the National Guard, in 1998-1999, Colby attended Spartan School of Aeronautics. After graduating, he went to work for TWA (Trans World Airlines) from 1999 to 2001. A month after 9/11, Colby was laid off from TWA and returned to active service. He retired from the Army in September

2018, and applied for the apprenticeship position with BizJet. He successfully completed the program in 2019, and is now a core member of the test cell crew. Colby was out of the aviation industry for quite a while and found his way back due to the apprenticeship opportunity provided by BizJet. Colby, his beautiful wife of 28 years, and their three children live in Tulsa, OK.

### **Breakout Title: Developing Quality Internship Programs**

Attendees will:

- Identify and define the features of a quality internship program
- Understand how to create the partnerships necessary to develop an internship program
- Learn the process to develop a quality internship program
- Understand how to register an internship in the Oklahoma Work-Based Learning Program and the benefits of membership



**Ginger L. Allison, M.Ed., Apprenticeship and Work-Based Learning Coordinator, Oklahoma Office of Workforce Development**

Ginger L. Allison, M.Ed. is the Apprenticeship and Work-Based Learning Coordinator for the Oklahoma Office of Workforce Development. As a passionate educator and champion for economic development, understanding the need to bridge the skills gap in the workforce, she transitioned from adult basic education and career readiness to secondary education and administration to corporate workforce training and finally to statewide efforts to advance work-based learning as means to develop the workforce for Oklahoma's industries and communities. She owned and operated her own business for approximately a decade in New Mexico before moving back to her home state and changing the direction of her career toward education. She has earned a Bachelor's degree in Business Management and Master's degree in Educational Leadership from the University of Central Oklahoma.

### **Breakout Title: Related Technical Instruction Models (RTI): Which is Right for you?**

Attendees will:

- Identify the different options for Related Technical Instruction
- Identify the benefits and challenges of each type of RTI
- Learn to align RTI curriculum with On-the-job competency areas and vice versa

**Moderator:**



**Jennifer Jirous-Rapp, Maher & Maher**

Jennifer Jirous-Rapp is a Senior Consultant for Maher & Maher where she supports initiatives related to apprenticeship and inclusivity in the workforce. Jennifer serves as an apprenticeship coach for a number of states across the country and has conducted case studies on apprenticeship and pre-apprenticeship programs that increase women's access to and outcomes in apprenticeships. Prior to joining Maher, Jennifer worked for 10 years in state-level administration with various state agencies in Colorado. As the Apprenticeship/Experiential Learning Coordinator at the Colorado Department of Labor and Employment, she was responsible for the implementation of the state's State Apprenticeship Expansion grant. She also has experience as a state director in Adult Basic Education and Career and Technical Education. Jennifer has a PhD in Leadership, Research and Policy from the University of Colorado and a MBA and BS from the University of Wisconsin.

**Panelists:**



**H.L. Baird, Statewide Work-Based Learning Liaison, Oklahoma Department of Career and Technical Education**

H.L. Baird is the statewide work-based learning liaison for the Oklahoma Department of Career and Technology Education. He is a native son of Northwest Oklahoma and an educator with more than 25 years experience working at ODCTE. His education career began teaching inmates at the state prison in Fort Supply, Oklahoma. Later he became the instructional leader for Fort Supply and Alva prisons. He then became a program specialist in the Trade and Industrial Education Division at ODCTE. He has served in leadership roles in aerospace, manufacturing, machining, welding, and arts and A/V programs across the state. He has a bachelor's degree in Occupational Education from Oklahoma State University and a master's degree in Educational Leadership from Southern Nazarene University.



**Sharon Harrison, Professor of Business, Rose State College,**

Sharon is a native of Northern Ireland but has been living and working in Oklahoma for over 20 years. During her career in training and development and consulting she has worked in many industry sectors including Hospitality and Tourism in the US and UK, Finance in the US and over the last 8 years Manufacturing in Oklahoma. As the Director of Workforce and Community Partnerships she was responsible for the Oklahoma Manufacturing Alliance's workforce strategy for the state, focusing on facilitating employer driven workforce solutions among manufacturers in partnership with key state stakeholders. Prior to this role Sharon was an extension agent for the Manufacturing Alliance where she worked with dozens of companies on a wide-range of improvement projects. Before that, Harrison was director of experiential learning at the University of Central Oklahoma where she promoted "learning by doing" and helped students engage in the community. She has held roles both nationally and internationally in private industry, education and the public sector coordinating and developing training initiatives for major corporations focused on

management development, employee retention, developing a culture of customer service. Sharon has recently completed her Research Doctorate at the University of Glasgow, asking: What does 'Skill' mean today in Oklahoma Manufacturing? : Perspectives of State training providers, manufacturing managers and production workers. In July of 2019, Sharon established Harrison Consulting, a Workforce and Training company. As a contractor, she facilitates the Oklahoma Manufacturing Alliances Workforce strategies. In addition, her team has completed workforce research for Oklahoma's Workforce Committee. Sharon is a business Professor at Rose State College teaching management, project management and creating a supply chain career path.



**Tim Yaciuk, Executive Director, IEC-OKC**

Originally from Colorado Springs, Colorado, Tim Yaciuk came to Oklahoma in 1996 to attend the University of Oklahoma. He graduated from OU with a degree in Public Affairs and Administration in December 2001. Before being named Executive Director of the Oklahoma City Chapter of the Independent Electrical Contractors in 2006, Tim worked for the Muscular Dystrophy Association (MDA) of Oklahoma as a Program Coordinator, and then served as the Director of Development for the Oklahoma Medical Research Foundation. Mr. Yaciuk has been a member of the Central Oklahoma Workforce Investment Board since 2009, including service on the Executive and Finance Committees and has served as Vice Chairman since 2013 and chairman from 2016 to 2017. Wherever he represents IEC, Tim applies an "all in" mindset; this success has singled him out as the "go to" person on electrical matters. Tim's latest aim is to combat the biggest problem facing the electrical industry: apprenticeship program growth. Through his involvement with vocational/technical boards and many high school advisory programs including FFA, he has spoken to Oklahoma high school students educating them on beneficial opportunities through apprenticeship; he is pushing for a construction-wide recruitment effort.